

**ADDENDUM TO  
TOWN OF LOS GATOS  
AND  
LOS GATOS POLICE OFFICERS ASSOCIATION  
MEMORANDUM OF UNDERSTANDING**

The Town of Los Gatos (Town) and the Los Gatos Police Officers Association (LGPOA), collectively referred to as "parties," agree to the Memorandum of Understanding (MOU) between the Town and the LGPOA as follows:

Effective upon Town Council approval of this Addendum, Section 7 of the MOU shall be modified as follows, retroactive to October 2014.

**Section 7. Education Incentive Pay**

**7.1 Four-Year Degree Incentive Pay**

The Town shall pay two and one-half percent (2.5%) of base salary to any member who possesses a four-year degree that enhances their ability to do their job. Employees must submit proof of the four-year degree to Human Resources in order to be eligible for the payment.

**7.2 Two-Year Degree Incentive Pay**

For employees hired prior to June 30, 2008, the Town shall pay two and one-half percent (2.5%) of base salary to any member who possesses a two-year degree or meets the minimum requirements to obtain an Associates of Arts Degree that enhances their ability to do their job. Employees must submit proof of the two-year degree or completion of the minimum requirements to obtain an Associates of Arts Degree in a related field to Human Resources in order to be eligible for the payment. The incentive pay for a two-year degree does not stack with incentive pay for a four-year degree; the maximum education incentive pay any member may receive under this section 7 is two and one-half percent (2.5%) of base salary.

**7.3 Commencement of Educational Incentive Pay**

Educational Incentive Pay is effective the first full pay period after the employee provides Human Resources with sufficient proof that the employee has obtained the requisite degree or education for Educational Incentive Pay.

**7.4 Re-Opener**

If the law changes on the education requirements for California police officers, the Town has the right to reopen this section 7.

**For the LGPOA:**

**For the Town of Los Gatos:**

  
Date

**Bryan Paul**  
Police Officer

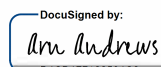
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DocuSigned by:  
  
3/15/2022  
\_\_\_\_\_  
Date

**Laurel Prevetti**  
Town Manager

DocuSigned by:  
  
3/15/2022  
\_\_\_\_\_  
Date


**Arn Andrews**  
Assistant Town Manager

 3/2/22  
\_\_\_\_\_  
Date

**Lisa Velasco**  
Human Resources Director

\_\_\_\_\_  
Date

**Approved as to Form:**

DocuSigned by:  
  
3/15/2022  
\_\_\_\_\_  
Date

**Robert Schultz**  
Town Attorney

**Attest:**

DocuSigned by:  
  
3/15/2022  
\_\_\_\_\_  
Date

**Shelley Neis, MMC, CPMC**  
Town Clerk